

Appendices

Equity & Diversity Policy Committee Terms of Reference

Role

The role of the Committee is to assist the RBA to achieve its aims relating to equity and diversity in the workplace.

Functions

The Committee has the following functions:

- make recommendations to the RBA on equity and diversity principles and policy
- set the priorities for and monitor the implementation of an equity and diversity program for the RBA, including reviewing the work of the Accessibility Consultative Group
- monitor and report periodically to the Governor on these matters.

Membership

The Committee has 10 members:

- Chairperson – appointed by the Governor
- Deputy Chairperson – Head of Human Resources (ex officio)
- Secretary – Equity & Diversity Consultant, Human Resources (ex officio)
- Staff Representatives (four) – appointed by Human Resources via expressions of interest
- Union Representative – an employee nominated by the Reserve Bank Officers' Section of the Finance Sector Union (and an alternate)
- Representative from the Accessibility Consultative Group (Chairperson, ex officio)
- Representative from the Diversity Contact Manager Network (Chairperson, ex officio).

Membership should include some representation from the various diversity groups as set out in the *Equal Employment Opportunity (Commonwealth Authorities) Act 1987*.

Meetings

The Committee will meet three times each year.

Membership as at 30 June 2012

Chairperson	Keith Hall
Deputy Chairperson	Melissa Hope
Secretary	Monica Walker
Staff Representative	Matthew Boswell
Staff Representative	Aaron Bovis
Staff Representative	Bernadette Donovan
Staff Representative	Alex Heath
Union Representative	Anna Park
Union Representative (alternate)	Jason Jux
Representative of the Accessibility Consultative Group – Chairperson	Glen McLane
Representative of the Diversity Contact Manager Network – Chairperson	Marija Dumovic

Statistical Tables

Representation within Classification Levels

As at 30 June 2011 and 30 June 2012

Number (per cent of total staff within classification level)

Levels	NESB1		NESB2		IA		PWD		Women		Men		Total Staff	
	2011	2012	11	12	11	12	11	12	11	12	11	12	11	12
Trainees	1 (7)			5 (24)	2 (13)	3 (14)	1 (7)	2 (10)	9 (60)	12 (57)	6 (40)	9 (43)	15 (100)	21 (100)
Cadets	2 (13)			1 (7)					6 (38)	9 (60)	10 (63)	6 (40)	16 (100)	15 (100)
Graduates	22 (29)	15 (22)	9 (12)	4 (6)			1 (1)	1 (1)	24 (32)	24 (35)	51 (68)	45 (65)	75 (100)	69 (100)
L1	10 (29)	11 (34)	6 (17)	3 (9)	2 (6)	1 (3)	1 (3)	2 (6)	21 (60)	20 (63)	14 (40)	12 (38)	35 (100)	32 (100)
L2	26 (31)	22 (27)	11 (13)	17 (20)	1 (1)	1 (1)	5 (6)	5 (6)	58 (70)	61 (73)	25 (30)	22 (27)	83 (100)	83 (100)
L3	46 (27)	50 (30)	25 (15)	24 (14)	2 (1)	2 (1)	7 (4)	8 (5)	110 (65)	104 (62)	60 (35)	63 (38)	170 (100)	167 (100)
L3/4	27 (20)	39 (25)	24 (18)	27 (17)			6 (4)	5 (3)	41 (31)	55 (35)	93 (69)	100 (65)	134 (100)	155 (100)
L4	80 (35)	92 (38)	32 (14)	32 (13)			8 (4)	9 (4)	93 (41)	91 (38)	134 (59)	148 (62)	227 (100)	239 (100)
L5	22 (15)	27 (17)	21 (14)	24 (15)			5 (3)	5 (3)	43 (29)	47 (30)	106 (71)	111 (70)	149 (100)	158 (100)
L6	6 (10)	6 (10)	10 (17)	7 (12)			3 (5)	2 (3)	20 (34)	22 (37)	38 (66)	37 (63)	58 (100)	59 (100)
Deputy Head	1 (7)	1 (5)	1 (7)	4 (20)					3 (21)	3 (15)	11 (79)	17 (85)	14 (100)	20 (100)
Department Head and above	1 (4)		1 (4)	1 (4)			1 (4)	1 (4)	7 (25)	8 (27)	21 (78)	19 (73)	28 (100)	27 (100)
Total	244 (24)	263 (25)	140 (14)	149 (14)	7 (1)	7 (1)	38 (4)	40 (4)	435 (43)	456 (44)	569 (57)	589 (56)	1004 (100)	1045 (100)

Total excludes locally employed staff in overseas offices

KEY

NESB1	People from non-English speaking backgrounds
NESB2	People with parent(s) from non-English speaking backgrounds
IA	Indigenous Australians
PWD	People with disabilities

Representation within Salary Ranges

As at 30 June 2012

Number (per cent of total staff within salary range)

Salary	NESB1	NESB2	IA	PWD	Women	Men	Total Staff
Below \$40 000	1 (3)	5 (14)	3 (9)	2 (6)	20 (57)	15 (43)	35 (100)
\$40 000–\$49 999	11 (32)	4 (12)	1 (3)	2 (6)	21 (62)	13 (38)	34 (100)
\$50 000–\$59 999	11 (20)	11 (20)	1 (2)	4 (7)	37 (69)	17 (31)	54 (100)
\$60 000–\$69 999	40 (27)	17 (12)		2 (1)	77 (52)	70 (48)	147 (100)
\$70 000–\$79 999	20 (27)	14 (19)		3 (4)	45 (61)	29 (39)	74 (100)
\$80 000–\$89 999	60 (29)	29 (14)	2 (1)	10 (5)	92 (44)	118 (56)	210 (100)
\$90 000–\$99 999	31 (38)	14 (17)		5 (6)	36 (44)	45 (56)	81 (100)
\$100 000–\$109 999	20 (27)	11 (15)		2 (3)	32 (43)	42 (57)	74 (100)
\$110 000–\$119 999	31 (46)	8 (12)		1 (1)	15 (22)	52 (78)	67 (100)
\$120 000–\$129 999	14 (27)	5 (10)		2 (4)	15 (29)	36 (71)	51 (100)
\$130 000–\$139 999	10 (19)	8 (15)		3 (6)	19 (35)	35 (65)	54 (100)
\$140 000–\$149 999	4 (14)	5 (17)		1 (3)	5 (17)	24 (83)	29 (100)
\$150 000 and over	10 (7)	18 (13)		3 (2)	42 (31)	93 (69)	135 (100)
Total	263 (25)	149 (14)	7 (1)	40 (4)	456 (44)	589 (56)	1 045 (100)

Total excludes locally employed staff in overseas offices

KEY

- NESB1 People from non-English speaking backgrounds
- NESB2 People with parent(s) from non-English speaking backgrounds
- IA Indigenous Australians
- PWD People with disabilities

Representation within Occupational Groups

As at 30 June 2011 and 30 June 2012

Number (per cent of total staff within occupational group)

Occupational Group	NESB1		NESB2		IA		PWD		Women		Men		Total Staff	
	2011	2012	11	12	11	12	11	12	11	12	11	12	11	12
Managers	8 (8)	8 (7)	13 (13)	14 (12)			4 (4)	3 (3)	29 (28)	34 (30)	73 (72)	79 (70)	102 (100)	113 (100)
Professionals	158 (26)	177 (28)	87 (14)	87 (14)	1		19 (3)	20 (3)	226 (37)	233 (37)	382 (63)	396 (63)	608 (100)	629 (100)
Clerical and Administrative Workers	62 (27)	58 (24)	33 (14)	41 (17)	6 (3)	7 (3)	10 (4)	14 (6)	161 (71)	171 (71)	67 (29)	70 (29)	228 (100)	241 (100)
Technicians and Trade Workers	15 (25)	19 (33)	6 (10)	6 (11)			5 (8)	3 (5)	17 (28)	16 (28)	43 (72)	41 (72)	60 (100)	57 (100)
Community and Personal Services	1 (25)	1 (25)	1 (25)	1 (25)					2 (50)	2 (50)	2 (50)	2 (50)	4 (100)	4 (100)
Machinery Operators and Drivers											2 (100)	1 (100)	2 (100)	1 (100)
Total	244 (24)	263 (25)	140 (14)	149 (14)	7 (1)	7 (1)	38 (4)	40 (4)	435 (43)	456 (44)	569 (57)	589 (56)	1 004 (100)	1 045 (100)

Total excludes locally employed staff in overseas offices

KEY

NESB1	People from non-English speaking backgrounds
NESB2	People with parent(s) from non-English speaking backgrounds
IA	Indigenous Australians
PWD	People with a disability

Recruitment
Year to 30 June 2011 and 30 June 2012
Number

Occupational Group	NESB1		NESB2		IA		PWD		Women		Men		Total Staff	
	2011	2012	11	12	11	12	11	12	11	12	11	12	11	12
Managers				1						1		3		4
Professionals	27	28	1	4				1	26	35	60	61	86	96
Clerical and Administrative Workers	10	2		6	2	3	1	4	21	25	9	6	30	31
Technicians and Trade Workers	1	5		4			1		3	3	2	8	5	11
Community and Personal Services														
Machinery Operators and Drivers												1		1
Total	38	35	1	15	2	3	2	5	50	64	71	79	121	143
(per cent of total recruitment)	(31)	(24)	(1)	(10)	(2)	(2)	(2)	(3)	(41)	(45)	(59)	(55)	(100)	(100)

Figures are based on total staff recruitment and includes trainees, cadets and graduates; excludes renewal of contract and cadets rehired as graduates

Total excludes locally employed staff in overseas offices

KEY

NESB1 People from non-English speaking backgrounds

NESB2 People with parent(s) from non-English speaking backgrounds

IA Indigenous Australians

PWD People with a disability

Separations

Year to 30 June 2011 and 30 June 2012

Number (per cent of total)

Occupational Group	NESB1		NESB2		IA		PWD		Women		Men		Total Staff	
	2011	2012	11	12	11	12	11	12	11	12	11	12	11	12
Managers	1	2	2				1		1	3	5	3	6	
	(17)	(67)	(33)				(17)		(17)	(100)	(83)	(100)	(100)	
Professionals	9	16	4	6	1				21	20	44	36	65	56
	(14)	(29)	(6)	(11)	(2)				(32)	(36)	(68)	(64)	(100)	(100)
Clerical and Administrative Workers	2	6	6		1	3	1	1	18	16	13	5	31	21
	(6)	(29)	(19)		(3)	(14)	(3)	(5)	(58)	(76)	(42)	(24)	(100)	(100)
Technicians and Trade Workers	1	2		1			1	1	3	6	8	6	11	
	(17)	(18)		(9)			(17)	(9)	(27)	(100)	(73)	(100)	(100)	
Community and Personal Services														
Machinery Operators and Drivers												1		1
Total	12	25	12	9	2	3	2	3	39	40	66	55	105	95
(per cent of total departures)	(11)	(26)	(11)	(9)	(2)	(3)	(2)	(3)	(37)	(42)	(63)	(58)	(100)	(100)

Figures are based on total staff terminations, excluding retirements
 Excludes staff rehired at end of contract and cadets rehired as graduates
 Total excludes locally employed staff in overseas offices

KEY

NESB1 People from non-English speaking backgrounds
 NESB2 People with parent(s) from non-English speaking backgrounds
 IA Indigenous Australians
 PWD People with a disability

Retirements

Year to 30 June 2011 and 30 June 2012

Number

Occupational Group	NESB1		NESB2		IA		PWD		Women		Men		Total Staff	
	2011	2012	11	12	11	12	11	12	11	12	11	12	11	12
Managers		1	1								2	2	2	2
Professionals	5	3					1	1	2	2	6	2	8	4
Clerical and Administrative Workers	2	1	1					1	3		1	1	4	1
Technicians and Trade Workers														
Community and Personal Services														
Machinery Operators and Drivers														
Total	7	5	2	0	0	0	1	2	5	2	9	5	14	7
(per cent of total departures)	(50)	(71)	(14)	(0)	(0)	(0)	(7)	(29)	(36)	(29)	(64)	(71)	(100)	(100)

Figures are based on total staff retirements, redundancies above retirement age and early retirements
Total excludes locally employed staff in overseas offices

KEY

NESB1	People from non-English speaking backgrounds
NESB2	People with parent(s) from non-English speaking backgrounds
IA	Indigenous Australians
PWD	People with a disability

Promotions
Year to 30 June 2011 and 30 June 2012
Number

Occupational Group	NESB1		NESB2		IA		PWD		Women		Men		Total Staff	
	2011	2012	11	12	11	12	11	12	11	12	11	12	11	12
Managers	2	1	3	2					12	4	8	11	20	15
Professionals	21	15	9	9			2		29	25	46	31	75	56
Clerical and Administrative Workers	4		2	5	2		1		10	12	6	3	16	15
Technicians and Trade Workers	1	1	1						1		5	1	6	1
Community and Personal Services														
Machinery Operators and Drivers														
Total	28	17	15	16	2	0	3	0	52	41	65	46	117	87
(per cent of total promotions)	(24)	(20)	(13)	(18)	(2)	(0)	(3)	(0)	(44)	(47)	(56)	(53)	(100)	(100)

Excludes locally employed staff in overseas offices

KEY

NESB1	People from non-English speaking backgrounds
NESB2	People with parent(s) from non-English speaking backgrounds
IA	Indigenous Australians
PWD	People with disabilities

